

Amendments to the Claims:

This listing of the claims will replace all prior versions/listings of claims in the application:

Listing of Claims

Claim 1 (currently amended) A method of matching an employment candidate to specific employment positions from multiple employers using a computing device, comprising:

- a. for each of a plurality of available employment positions, receiving employment position data measuring a plurality of defined personality traits for suitable candidates for that employment position;
- b. storing said received employment position data;
- c. receiving individual candidate data, representative of a personality profile for said employment candidate;
- d. comparing said individual candidate data with said employment position data to produce a list of potential employment positions for said candidate, from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- e. providing said list to said candidate.

Claim 2 (cancelled):

Claim 3 (previously presented): The method of claim 1 further comprising, providing said candidate with a candidate questionnaire in order to determine said individual candidate data and thereby assess said personality profile.

Claim 4 (previously presented): The method of claim 3, further comprising providing an employee questionnaire to successful employees, filling each of said

specific employment positions, to determine said employment position data thereby assessing said plurality of defined personality traits for said each of said plurality of employment positions.

Claim 5 (original): The method of claim 4, wherein said candidate questionnaire and said employee questionnaire are identical.

Claim 6 (original): The method of claim 1, wherein said received employment position data comprises a plurality of numerical ranges, each range indicative of a range of values of a single personality trait of a suitable candidate for one of said employment positions.

Claim 7 (previously presented): The method of claim 6, wherein said received candidate data comprises a plurality of numerical values, each numerical value indicative of a single personality trait for said candidate.

Claim 8 (previously presented): The method of claim 7, wherein each of said plurality of ranges for each employment position, corresponds to one of said plurality of numerical values for said candidate.

Claim 9 (original): The method of claim 8, wherein said comparing comprises determining which of said numerical values for said candidate falls within a corresponding range for each employment position.

Claim 10 (original): The method of claim 9, wherein said comparing includes calculating a metric comparing each trait of said candidate, with a corresponding trait for each of said employment positions.

Claim 11 (original): The method of claim 10, wherein each metric is calculated by calculating a difference between a value for said trait of said candidate, and an average of a corresponding range for an employment position.

Claim 12 (original): The method of claim 11, wherein said comparing further comprising summing all of said metrics to arrive at a score indicative of said candidate's suitability for an employment position.

Claim 13 (original): The method of claim 1, further comprising providing said candidate with an authenticator, authenticating that said candidate has obtained said list.

Claim 14 (original): The method of claim 13, wherein said authenticator comprises a document.

Claim 15 (original): The method of claim 13, wherein said list includes identifiers of each of said employers.

Claim 16 (original): The method of claim 1, further comprising:

- f. receiving employment interest data measuring a plurality of defined interests for suitable candidates for each employment position from said employers;
- g. storing said received employment interest data;
- h. receiving individual candidate interest data, representative of interests for an individual candidate;

and wherein d. further comprises comparing said individual candidate interest data with said employment interest data to produce said list.

Claim 17 (previously presented) The method of claim 1, wherein at least one of said defined plurality of defined personality traits are chosen from the list of independence; competitiveness; assertiveness; conscientiousness; convention; organization; extroversion; group orientation; outgoing; stability; poise; relaxation; and social desirability.

Claim 18 (previously presented): A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to:

- i. for each of a plurality of available employment positions, receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;
- ii. store said received employment position data at said computing device;
- iii. receive individual candidate data, representative of a personality profile for said candidate;
- iv. compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- v. provide said list to said individual candidate.

Claim 19 (previously presented) A computing device for interconnection with a computer network, said computing device comprising:

- a. a processor;
- b. computer memory in communication with said processor;

said computer memory storing processor readable instructions adapting said computing device to:

- i. for each of a plurality of available employment positions, receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;
- ii. store said received employment position data at said computing device;
- iii. receive individual candidate data, representative of a personality profile for said candidate;

- iv. compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- v. provide said list to said individual candidate.

Claim 20 (previously presented): The computing device of claim 19, further comprising:

- c. a network interface, in communication with said processor and for interconnection with a computer network to receive said employment position data and said individual candidate data from said computer network.

Claim 21 (previously presented): The method of claim 3, wherein said questionnaire comprises a psychometric test to assess said personality profile.

Claim 22 (currently amended): A method of matching employment seekers to available employment openings of a plurality of employers using a computing device, comprising:

- for each of said employment openings storing aggregate personality profiles, reflective of desired personality traits for that employment opening;
- for each of said employment openings storing identifying information for that employment opening;
- administering a questionnaire to an employment seeker;
- assessing a personality profile of said employment seeker based on said questionnaire;
- comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment openings suiting said personality profile of said employment seeker;

identifying to said employment seeker, said identifying information of said employment openings suiting said personality profile of said employment seeker based on said comparing.

Claim 23 (previously presented): The method of claim 22, wherein said questionnaire comprises a psychometric test to assess said personality profile.

Claim 24 (previously presented): The method of claim 22, wherein said aggregate personality profiles for each of said employment openings is assessed using said questionnaire.

Claim 25 (previously presented): A method of filtering access to a database of available employment opportunities, accessible by way of a data network, said method comprising:

- for each employment opportunity, storing an aggregate personality profile, reflective of desired personality traits for that employment opportunity, and associated information about that employment opportunity;
- providing a questionnaire to an employment seeker;
- receiving responses to said questionnaire;
- assessing a personality profile of said employment seeker based on said responses;
- comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment opportunities suiting said personality of said employment seeker;
- identifying to said employment seeker said employment opportunities suiting said personality profile of said employment seeker, and said associated information of said employment opportunities suiting said personality profile of said employment seeker, based on said comparing.

Claim 26 (previously presented): A method of operating an on-line database service matching employment opportunities of various employers to employment seekers, said method comprising:

- for each employment opportunity, receiving from one of said various employers, an aggregate personality profile, reflective of desired personality traits for that employment opportunity, and associated information about that employment opportunity;
- storing said aggregate personality profile;
- providing a questionnaire to an employment seeker;
- receiving responses to said questionnaire;
- assessing a personality profile of said employment seeker based on said responses;
- comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment openings suiting said personality profile of said employment seeker:
- identifying to said employment seeker, said employment opportunities suiting said personality profile of said employment seeker, and said associated information of said employment opportunities suiting said personality profile of said employment seeker, based on said comparing.

Claim 27 (previously presented): A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to perform the method of claim 22.